

ABSTRACT

Problems that occur in the CV. Cahaya Bunga Kreasi is an indication that the performance of staff and employees is felt to be decreased, namely a decrease in the results of employee performance appraisals of CV. Light of Flowers Creations. Based on the research gap, there were inconsistencies in the results of the previous research so that the decline in performance was mainly thought to be caused by employee work motivation which was also influenced by non-physical work environment and rewards. The purpose of this study was to analyze the effect of non-physical work environment, reward and work motivation on employee performance CV. Light of Flowers Creations.

The population selected in this study were all employees of CV. Light of Flowers Creations. The number of samples used in this study were 77 employees of CV. Light of Flowers Creations. The sampling technique in this study is the census method. Data collection method is to use a questionnaire. The data analysis method used is multiple linear regression.

Based on research, non-physical work environment, reward and work motivation have a positive effect on employee performance CV. Light of Flowers Creations. Variations in employee performance can be explained by independent variables namely non-physical work environment, reward, and work motivation of 63.1%.

Keywords: non physical work environment, reward, work motivation, employee performance.